



Induction Early Completion Option

In 2001, Senate Bill 57 (Chapter 269, Scott) was signed adding Section 44468. The legislative intent for this provision was to “enable interested candidates with teaching experience...to serve in the public schools.” Education Code Section 44468 (e) allows eligible individuals to complete a Commission-approved professional teacher induction program at a faster pace than the full two years generally required to complete all the requirements of professional teacher induction. As with completion of the full-length induction program, completion of the Early Completion option allows individuals the opportunity to earn their Professional Clear Credential.

Eligibility as an Early Completion Candidate in a Commission-Approved Professional Teacher Induction Program

All Commission-approved induction programs must provide an early completion option for appropriate candidates. To be eligible, candidates must hold a preliminary multiple or single subject teaching credential and be employed in a California school.

Responsibility for determining the appropriateness of each individual candidate for the early completion option for professional teacher induction rests with the employing school district and the approved induction program. Districts must have established criteria for recommending candidates for the early completion option for professional teacher induction. These criteria must be aligned with the legislative intent of this law to serve experienced and exceptional candidates and must be implemented fairly and equitably. In addition, the district must have a means for apprising all beginning teachers of the availability of this option. Such communication should be clearly stated and in writing.

Such district criteria might include demonstration of prior teaching experience as the teacher of record and submission of rigorous performance evaluations, submitted with recommendations from a personnel officer, principal.

Monitoring of Credential Candidates by the Professional Induction Program

Each Commission-approved Professional Induction program must have an established policy and process for monitoring the progress of each teacher enrolled in the program under the Early Completion Option. In addition, the Professional Induction Program must create an established and documented plan for each individual candidate upon enrollment in this option. Consistent with the *Standards of Quality and Effectiveness for Professional Teacher Induction Programs*, the candidate must have been fully apprised of that plan, as well as expectations and timelines for early completion, and program completion requirements.

Further, the policies and procedures of the program must be explicit about the manner in which these candidates will be periodically reviewed and must include provisions for ensuring that, if a candidate is not successfully progressing on pace for early completion of the program, or if the candidate fails to demonstrate skills and abilities on a level expected of and consistent with an early completion candidate, that adjustments are made as deemed necessary and appropriate by the induction program, and if necessary, the candidate is placed in the regular full length professional induction program.

Completion of the Induction Program for Early Option Credential Candidates

The responsibility for determining whether a candidate has completed all the requirements of the approved induction program is that of the professional induction program and the employing district. Because completion of a Commission-approved induction program has licensure implications under SB 2042, it is imperative that programs are clear about what constitutes program completion for those enrolled in the early completion option.

In order for a Commission-approved induction program to verify completion of the program for any candidate enrolled in the early completion option, the candidate must have demonstrated that he or she has the knowledge, skills, abilities, and competencies required of all teacher candidates who complete the full-length program and that are required for the Professional Clear Credential as detailed in the *Standards of Quality and Effectiveness for Professional Teacher Induction Programs*. He or she must have participated in and have completed the formative assessment system used by that program, as appropriately modified for early completion but such that all the required competencies have been demonstrated. The program must ensure that the early completion option is equally as rigorous as the full-length program, although shorter in length.

Program Accountability

All approved Induction programs are being asked to respond to the following request for information by September 15, 2006.

- How are all the program's induction candidates notified of the ECO?
- What is the program's criteria for inclusion as an ECO candidate? (How many requests for ECO has the program received? How many have been denied?)
- What does the ECO look like in the approved induction program?
- How many candidates have completed induction through the ECO? (What percentage is this of your total program completers?)

The Induction program may submit its early completion policy, if one exists. If the policy does not specifically respond to the questions above, please provide additional information.